

Curriculum vitae

Personal information

Name: Zahid Riaz
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Educational qualification

• Doctor of Philosophy (PhD) – Organisation and Management	2011
UNSW Sydney, Australia	
• Master of Philosophy (MPhil) – Organisational Behavior	2009
UNSW Sydney, Australia	
• Master of Business Administration – Marketing	2002
Institute of Business Administration (IBA), Karachi, Pakistan	
• Bachelor of Business Administration (Honours) – Marketing	2001
Institute of Business Administration (IBA), Karachi, Pakistan	

Awards and research funding

- Awarded as the *Best Reviewer* at the 2013 Annual Conference of Australian and New Zealand Academy of International Business (ANZIBA) hosted by Macquarie University, Sydney, Australia.
- Awarded postgraduate research student support funding from the University of New South Wales, Australia for attending research conferences.
- Awarded overseas higher education scholarship by the Higher Education Commission, Islamabad, Pakistan.

Taught undergraduate and postgraduate courses in Australia, Britain and Pakistan

Business policy	Principles of management	International business
Corporate responsibility and sustainability	Seminar: Business policy and strategy	International business and multinational operations
Advanced research methods in business	Seminar: Organization and management theory	Special topics in management research
Business policy and strategy	Strategic management	Asia-Pacific management
The global business environment: Evolution and dynamics	Geo-political, economic and legal environment	International business project – internship cohort

Journal publications

International business and corporate governance

1. Hasan, A., **Riaz, Z.**, & Nakpodia, F. 2023. Explicating the contextuality of corporate governance through ownership structure and family management: Evidence from an emerging economy. *Corporate Governance: The International Journal of Business in Society*. <https://doi.org/10.1108/CG-08-2022-0332>
2. **Riaz, Z.**, Ray, P., & Ray, S. 2022. The impact of digitalisation on corporate governance in Australia. *Journal of Business Research*, 152, 410-424. <https://doi.org/10.1016/j.jbusres.2022.07.006>
3. **Riaz, Z.** & Kirkbride, J. 2017. Governance of director and executive remuneration in leading firms of Australia. *Economics and Business Review*. 17(4), pp. 66-86. <https://doi.org/10.18559/ebr.2017.4.5>
4. **Riaz, Z.** 2016. A hybrid of state regulation and self-regulation for remuneration governance in Australia. *Corporate Governance: The International Journal of Business in Society*. 16(3), pp. 539 – 563. <https://doi.org/10.1108/CG-10-2015-0133>
5. **Riaz, Z.**, Ray, S. Ray, P. K. & Kumar, V. 2015. Disclosure practices of foreign and domestic firms in Australia. *Journal of World Business*. 50 (4), pp. 781-792. <https://doi.org/10.1016/j.jwb.2015.04.001>
6. **Riaz, Z.**, Ray, S. & Ray, P. 2015. The synergistic effect of state regulation and self-regulation on disclosure level of director and executive remuneration in Australia. *Administration and Society*. 47 (6), pp. 623-655. <https://doi.org/10.1177/0095399713516352>
7. **Riaz, Z.**, Ray, S. & Ray, P., 2015. Collibration as an alternative regulatory mechanism to govern the disclosure of director and executive remuneration in Australia. *International Journal of Corporate Governance*, 6(2-4), pp.241-274. <https://doi.org/10.1504/IJCG.2015.074688>
8. **Riaz, Z.**, Ray, P., Ray, S. & Kirkbride, J. 2013. Collibration as an alternative regulatory approach for remuneration governance: A contextual analysis of Australia. *International Journal of Disclosure and Governance*. 10, 246-260. <https://doi.org/10.1057/jdg.2013.1>

Corporate social responsibility

1. Khan, S. N., & **Riaz, Z.** 2024. Exploring the relevance of organizational Learning for CSR strategy implementation: empirical evidence from a developing economy. *Journal of the Knowledge Economy*, 15(1), 3844-3871. <https://doi.org/10.1007/s13132-023-01226-8>
2. Rehman R, **Riaz, Z.** Cullinan, C. Zhang, J. & Wang, F. 2020. Institutional ownership and value relevance of corporate social responsibility disclosure: Empirical evidence from China. *Sustainability (Switzerland)*. 12(6), pp. 2311. <https://doi.org/10.3390/su12062311>
3. Hamid, S., **Riaz, Z.**, & Azeem, S. 2020. Carroll's dimensions and CSR disclosure: Empirical evidence from Pakistan. *Corporate Governance: The International Journal of Business in Society*. 20(3), pp. 365-381. <https://doi.org/10.1108/CG-10-2018-0317>
4. Hameed, I., **Riaz, Z.**, Arain, G., & Farooq, O. 2016. How do internal CSR and external CSR affect organizational identification of employees? A perspective from group engagement model. *Frontiers in Psychology*, 7. <https://doi.org/10.3389/fpsyg.2016.00788>

5. Mahmood, Z. and **Riaz, Z.** 2008. Using case study research method to emergent relations of corporate governance and social responsibility. *Journal of Quality and Technology Management*, 4, 9-20.

Resilient workplaces and employee well-being

1. Širca, N. T., **Riaz, Z.**, Hamid, S., Žurauskė, G., & Stankevičiūtė, Ž. 2024. The interplay among employee resilience, sustainable HRM and work engagement. *Human Systems Management*, 1-15. <https://doi.org/10.3233/HSM-230204>
2. **Riaz, Z.**, Stankeviciute, Ž., & Pinzaru, F. 2024. Editorial: New work demands and managing employee well-being in the post-pandemic world. *Frontiers in Psychology*, 15, 1392687. <https://doi.org/10.3389/fpsyg.2024.1392687>
3. Baig, A.T. & **Riaz, Z.** 2021. Tracing an Unyielding Work Compulsion: A Moderated Mediation Model of Abusive Supervision and Compulsory Citizenship Behavior. *Frontiers in Psychology*, 12, 746823. <https://doi.org/10.3389/fpsyg.2021.746823>
4. Talat, A. & **Riaz, Z.** 2020. An integrated model of team resilience: Exploring the roles of team sensemaking, team bricolage and task interdependence. *Personnel Review*. 49 (9), pp. 2007-2033. <https://doi.org/10.1108/PR-01-2018-0029>
5. Shahid, S. **Riaz, Z.**, Salman, M., & Raza, M. 2015. Turnover intention predictors amongst the employees of public sector organization: A case of polio vaccination teams. *Journal of International Business and Economics*. 15(4), pp. 49-62. <http://dx.doi.org/10.18374/JIBE-15-4.6>

Organizational innovation and research methods

1. Murad, A., **Riaz, Z.**, & Waheed, A., 2016. Innovation, Firm Performance and Riskiness: Evidence from the Leading Worldwide Innovative Firms. *International Journal of Innovation Management*. 20(7), pp. 1-19. <https://doi.org/10.1142/S1363919616500663>
2. Delios, A., Clemente, E. G., Wu, T., Tan, H., Wang, Y., Gordon, M., ... & Uhlmann, E. L. 2022. Examining the generalizability of research findings from archival data. *Proceedings of the National Academy of Sciences*, 119(30), e2120377119. <https://doi.org/10.1073/pnas.2120377119>

Refereed conference presentation (double blind reviewed)

- RIAZ, Z. & HASAN, A. (2022). Impact of Family Management and Ownership Structure on Firm Performance: Empirical Evidence from an Emerging Economy. *Academy of International Business (AIB) 2022 Meeting*, July 06-09, 2022, Florida, USA.
- RIAZ, Z. & SADIQ, A. 2022. An Integrated Model of the Internationalization of Born-global SMEs of an Emerging Economy. *Association of International Business, Research, and Practice (AIBRP) International Conference*, March 23-25, 2022, Chicago, USA.
- TAIMUR, A. and RIAZ, Z. 2021. Tracing an unyielding work compulsion in an organizational setting. *81st Annual Meeting of the Academy of Management*.
- RAY, P., RIAZ, Z. SHARMELLY, R. & KAMALI, A. 2020. Global and local value chain linkages and international performance of foreign MNCs: Empirical evidence from India. *Academy of International Business 2020 Meeting*, Michigan State University, USA.

- RAY, P., RAY, S. & RIAZ, Z. 2018. Accelerated Internationalisation of Emerging Market Firms in Knowledge Intensive Industries. *Academy of International Business 2018 Meeting, Minneapolis, USA*.
- RAY, P., RAY, S. & RIAZ, Z. 2018. The Catching up Process of the Asian Latecomers: A Case of Korea. *Academy of International Business 2018 Meeting, Minneapolis, USA*.
- RAY, P., RAY, S., RIAZ, Z. & Kumar, V. 2017. Emerging market firms: Operational or innovation capabilities? *Academy of International Business 2017 Meeting, Dubai, UAE*.
- RIAZ, Z., GHANI, W. and MURAD, S. 2016. Exploring the relationship between corporate governance and firm performance in Pakistan. *American Accounting Association Annual 2016 Meeting, New York, United States of America*.
- WAQAR, S. & RIAZ, Z. 2016. Measuring the relevance of Carroll's four dimensions of CSR through CSR disclosure practices in a developing country. *7th International Conference on Corporate Sustainability and Responsibility, Berlin, Germany*.
- RIAZ, Z., RAY, S. & RAY, P. 2015. A Comparative analysis of disclosure practices between foreign multinational corporations and Australian domestic firms. *Academy of International Business 2015 Meeting, Bengaluru, India*.
- MUKHERJEE, P., RAY, P., RAY, S. & RIAZ, Z. 2015. Internationalization experience and the evolution of dynamic capability in the Indian IT firms. *Academy of International Business 2015 Meeting, Bengaluru, India*.
- AZAR, S. & RIAZ, Z. 2015. Temporality in organization and management theory. 5th AMDIP Lahore School of Economics Conference, Lahore, Pakistan.
- MUKHERJEE, P., RAY, P., RAY, S. & RIAZ, Z. 2014. Evolution of dynamic capability in emerging market firms: Learning from internationalisation experience of Indian IT firms. *European Academy of International Business 2014 Annual Meeting, Uppsala, Sweden*.
- RIAZ, Z., RAY, P., RAY, S. & KIRKBRIDE, J. 2013. Collibration as an alternative regulatory mechanism for corporate governance in a capitalist economy. *Academy of Management 2013 Annual Meeting, Orlando, Florida, United States of America*.
- RIAZ, Z., RAY, S. & RAY, P. K. 2013. Synergistic effect of state & self-regulations on disclosure level of board remuneration in Australia. *Academy of Management 2013 Annual Meeting, Orlando, Florida, United States of America*.
- RIAZ, Z., RAY, S., Kumar, V. & RAY, P. K. 2013. The disclosure practices of foreign corporations in Australia: An empirical investigation. *Academy of International Business Annual Meeting 2013, Turkey*.
- RIAZ, Z., RAY, S., Kumar, V. & RAY, P. K. 2013. The effect of globalization on disclosure level of director and executive remuneration in Australia. *Australian and New Zealand International Business Academy 2013, Sydney, Australia*.
- RIAZ, Z., RAY, P. K., RAY, S. & KIRKBRIDE, J. 2012. Collibration as an alternative regulatory approach for remuneration governance: A contextual analysis of Australia. *10th International Conference on Corporate Governance "Corporate Governance and*

Universal Acceptance: Taking Stock of Progress and Indicators of Future Trends” held at Birmingham Business School, University of Birmingham, United Kingdom.

- RIAZ, Z., RAY, P. K. & RAY, S. 2011. State regulation and self-regulation as complementary mechanisms of remuneration governance in Australia: A post crisis corporate governance agenda. *Academy of International Business 2011 Annual Meeting*. Nanzan University, Nagoya, Japan.
- RAY, P. K., RAY, S. & RIAZ, Z. 2010. State and self regulations as a regulatory mix for addressing agency conflicts: The compensation governance case of Australia. *The Corporate Governance & Global Financial Crisis*. Wharton School of the University of Pennsylvania, Philadelphia, United States of America.
- RIAZ, Z. 2010. The impact of formal and informal institutional factors on the disclosure level and quality of director and executive remuneration in Australia and Britain: A comparative analysis. *Australia and New Zealand International Business Academy*. School of Marketing of University of Western Sydney, Australia.

List of unpublished work

- RIAZ, Z. 2018. Lahore School of Economics Policy Note 9/18: Leveraging Manufacturing Sector for Exports of Pakistan.
- RIAZ, Z. 2011. The role of collibration in addressing agency conflicts: Remuneration governance in Australia. Doctor of Philosophy, Thesis, The Australian School of Business, University of New South Wales.
- RIAZ, Z. 2009. The impact of institutional factors on disclosure level of director and executive remuneration in Australia. Master of Philosophy, Thesis, The Australian School of Business, University of New South Wales.

Editor and reviewer

- Journal of Global Responsibility, Associate/Deputy Editor.
- Asia-Pacific Journal of Management, Editorial Review Board.
- Frontiers in Psychology (Editor for two special issues)
- Lahore Journal of Business, Editor (2016- to 2023).
- Journal of Business Research
- Journal of International Management
- Corporate Governance: The International Journal of Business in Society
- Corporate Social Responsibility and Environmental Management
- Journal of Cleaner Production
- Social Responsibility Journal
- Asia Pacific Journal of Social Work and Development
- Socio-economic Review
- Sage Open
- Academy of Management – AOM

- Academy of International Business – AIB
- Australia and New Zealand Academy of International Business – ANZIBA

Postgraduate research supervision

1. Amina Talat, 2020. **PhD thesis** titled, “Towards an understanding of antecedents and consequences of team sensemaking: Empirical evidence from Pakistan.”
2. Saad Shahid, 2019. **PhD thesis** titled, “Brand positioning effectiveness as a converging point for brand positioning strategies, brand love and market mavens: An insight into consumers’ perspective.”
3. Aqsa Sadiq, 2019. MPhil thesis titled, “Organizational resources and internationalization of born-global SMEs: Empirical evidence from Pakistan.”
4. Ali Taimur, 2019. MPhil thesis titled, “An integrated model of dark side of organizational citizenship behavior.”
5. Maira Habib, 2019. MPhil thesis titled, “Employee attributions of CSR and employee performance outcomes: Examining the relevance of perceived overall justice.”
6. Shamila Nabi Khan, 2018. **PhD thesis** titled, “Strategic cognition of corporate social responsibility: Empirical evidence from leading organizations in a developing economy.”
7. Arfa Tayyab, 2017. MS thesis titled, “Expectations of stakeholders regarding corporate social responsibility: Empirical evidence from a developing country.”
8. Samreen Hamid, 2016. MS thesis titled, “Institutionalizing corporate social responsibility: Evidence from a developing country.”

Contributions for institutional capacity building

- Jury member for the Emerald & EFMD Outstanding Doctoral Research Awards.
- Mentor Accreditation, FAST School of Management, Lahore, Iqra University, Islamabad, Government College University, Faisalabad.
- Member, Accreditation Award Committee of National Business Education Accreditation Council (NBEAC).
- Member Board of Faculty, Lahore School of Economics, Lahore, FAST School of Management, Lahore, School of Management, FCCU, Lahore, Lahore Garrison University, Lahore,
- Member Board of Studies, Lahore School of Economics, Lahore, Institute of Administrative Studies, Punjab University, Lahore.
- Academic counsellor at the Lahore School of Economics.
- Conference convener at Lahore School of Economics.
- Member, National Curriculum Review Committee (NCRC) – Business Education.
- Program assessments at the Quality Enhancement Cell, Lahore School of Economics.
- Developed courses for PhD and MPhil at Lahore School of Economics.
- Patron, Lahore School Management Society from 2015 to 2022.

- Developed the curriculum for higher research degree programs namely Master of Science (MS) in Management at UCP Business School.
- Prepared the rules and regulations for higher research degree programs at the University of Central Punjab.

Research thesis supervision and examination of MPhil and PhD students

- UNSW, Sydney.
- Lahore School of Economics.
- Coventry University.
- University of Lahore.
- Bahria University, Lahore.
- Lahore Garrison University, Lahore.
- University of Central Punjab, Lahore, Pakistan.
- University of Management and Technology, Lahore, Pakistan.

Consulting and training experience

- Convener for NBEAC breakout session titled, “Societal Development through Business Education” of 12th Deans and Directors Conference held on 17th and 18th February 2025.
- Panel member for the panel titled, “Strengthening Faculty-Student Relationships” of 11th Deans and Directors Conference held on 12th and 13th February 2024.
- Panel member for the panel titled, “Making research relevant for business” of 10th Deans and Directors Conference held on 13th and 14th March, 2023
- NBEAC Accreditation Mentor for the FAST School of Management, Lahore, Iqra University, Islamabad, Government College University, Faisalabad.
- Delivered a workshop on the different styles of leadership to the Chief Librarian of Punjab in April 2018.
- Delivered one day workshop on quantitative data analysis using SPSS version 21 at the University of Management Technology in September 2013. *This workshop was conducted online as well.*
- Delivered a full-day workshop for the newly hired faculty member at the UCP Business School regarding curriculum development and implementation process in September 2012.
- Conducted a session on sampling procedures with faculty members of the Faculty of Management Studies of the University of Central Punjab Lahore in February 2012.
- Conducted a session on qualitative research methodology with MPhil students of the Bahria University Islamabad in February 2011.
- Delivered a series of guest lectures on the role of Asian institutions behind the economic miracle of the East Asia at the University of New South Wales, Sydney, Australia in March 2011.
- Conducted a training workshop on creative thinking and problem solving conducted for

university academic staff under the Faculty Development Program (FDP) of Higher Education Commission (HEC), Islamabad, Pakistan in 2006.

- Conducted Change Management training session conducted for Customs Department at National Institute of Banking and Finance, Islamabad, Pakistan in 2006.
- Conducted an executive development training workshop conducted for the vice presidents and senior bank officials at Institute of Bankers, Rawalpindi, Pakistan in 2005.
- Delivered guest lecture at Arid Agricultural University, Rawalpindi, Pakistan about the effective decision making through creative thinking for university faculty members and students in 2005.
- Delivered guest lecture on the use of imaginative and creative thinking skills at the Foundation University Institute of Management and Computer Sciences, Islamabad, Pakistan in 2004.
- Delivered lecture on personality and its implications in business studies at the Foundation University Institute of Management and Computer Sciences, Islamabad, Pakistan in 2004.
- Conducted a series of strategic management workshops conducted with top and middle management of Sitara Group of Industries, Pakistan for the development of a future plan as part of the organizational change and development program in 2003.